

The Employer reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification from as described below, this proposal will be declared to be void and non-existent and the University will return to bargaining from its language proposed prior to this package proposal.

Attached is a package that contains the following articles and/or MOUs:

<b>Package Proposal</b>	
Article XX Contracting	TA
Article XX Grievance Procedure	Employer Counter Proposal (10/17/2022)
Article XX Purpose and Intent	TA
Article XX Layoff Rehire Seniority	Employer Counter Proposal (10/17/2022)
Article XX Management Rights	Employer Initial Proposal (10/05/2022)
Article XX VCAP	Union Initial Proposal (09/26/2022)
Article XX Union Security	TA